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Multi-stakeholder dialogue

Note by the Secretariat

Addendum

Discussion paper contributed by the children and youth major group**

Summary

Children and youth of the world have been formally acknowledged as important stakeholders who need to be considered in the development of global forest policy. The present paper aims to integrate this group's unique perspective on the five thematic issues to be discussed at the fourth session of the United Nations Forum on Forests and to demonstrate our ability to make a meaningful contribution to the implementation of necessary changes.

With regard to the social and cultural aspects of forests, we share the concern that the erosion of local control of resources threatens the social fabric of forest-dependent communities, of which youth are an integral part. We are concerned that inadequate protection and recognition of traditional forest-related knowledge will interfere with this invaluable resource being transferred to future generations. We request that explicit links between research and education be improved to ensure that subsequent generations will inherit scientific forest knowledge and be able to learn from mistakes made in the past. Finally, we identify the needs specific to our group pertaining to the development and implementation of monitoring and reporting, as well as the development of criteria and indicators of sustainable forest management.

* E/CN.18/2004/1.

** Prepared by the International Forestry Students' Association.

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We seek the empowerment and resources necessary to help contribute to making the changes that have been proposed in relation to the five thematic issues and to facilitate the transition from dialogue to action.

Contents

		Paragraphs	*Page*
I.	Introduction	1–2	3
II.	Background	3–5	3
III.	Thematic issues	6–26	4
IV.	Conclusion	27–31	9

I. Introduction

1. The present discussion paper has been prepared to inform the United Nations Forum on Forests about concerns that children and youth have expressed regarding the five thematic issues to be discussed at the fourth session of the Forum, in Geneva in May 2004. As recognized by Agenda 21 (chapter 25), it is imperative that youth participate in all relevant decision-making processes, since these will affect their lives today as well as in the future. Our constituency comprises nearly 30 per cent of the global population and holds a unique perspective that needs to be taken into account.

2. Each of the five elements addressed below is of significant concern and consequence to youth, and we welcome the opportunity to participate in the formulation of international policies and processes that seek to address them. In addition, we seek to inform the Forum on Forests about activities that youth have initiated and that may contribute to addressing these elements.

II. Background

3. Children and youth have been recognized as a major group by the multi-stakeholder dialogue of the United Nations Forum on Forests, represented by three designated focal points: the Global Youth Network, Initiatives Jeunes and the International Forestry Students' Association (IFSA). These groups have collaborated with an additional 20 youth organizations in Africa and Asia to ensure that youth have a strong voice within the Forum process, and through their extensive networks they have performed outreach work to encourage participation.

4. Such efforts have resulted in a number of important contributions in the realm of international forest policy. The IFSA International Frameworks in Forest Politics seminar, held in Freiburg, Germany, in June 2003, involved student representatives from 26 countries and increased awareness of the role that international processes play in domestic forest policy and practice. IFSA has initiated collaboration with the International Union of Forest Research Organizations, which will be supporting the next two International Forestry Students' Symposiums, to be held in Toronto in August 2004 and Australia in 2005. Several countries have involved youth groups in the development of their National Forest Programmes. Most recently, youth figured prominently in the twelfth World Forestry Congress, held in Quebec City in September 2003, which included a day-long youth side event.

5. These efforts contribute to the recognition of youth as an important stakeholder in forest management. The management of forests is a long-term endeavour and a responsibility that is passed from one generation to the next. If the youth of today are to be prepared for this undertaking, they require education and capacity-building in the near future. Youth will inherit the consequences linked to action or inaction regarding the current and historical mismanagement of forest resources. They can play a crucial role in implementing policies designed to ensure the integrity of the world's forest ecosystems.

III. Thematic issues

Thematic issue 1: social and cultural aspects of forests

Sharing of forest benefits and community-based forest management

6. One of the principal concerns of forest-dependent communities today is the loss of control over the management of their forest resources. Timber cut in developing regions or in countries with large intact primary forests is often shipped away to be processed, with very little employment generated for local communities Furthermore, there is an emerging push to link local forest management with poverty alleviation efforts in developing countries.

7. IFSA, representing forestry students from all over the world, chose the theme "Forests for food and water" for its last symposium, held in Turkey in September 2003, referring to the relationship of inseparability between people and the forests they depend upon, over and above the mere extraction of forest products carried out by forestry operations. The global youth community has initiated and carried out several programmes in various communities from developing countries (especially in Africa and Latin America) with the aim of engaging local people in the management of their own resources. For example, IFSA is an active participant in the Village Concept Project, which encompasses not only forestry management in these local communities, but also formal education for children, medical care, social programmes and a range of other services.

The role of women and youth in forest management

8. Women and youth are often underrepresented in the decision-making processes that govern the management of the world's forests. This imbalance needs to be corrected, and commitments to improving the inclusiveness of forest management policies and operations need to be made.

Recommendations

(a) Commit to strengthening and diversifying local economies, enabling community-based forest management to produce a range of timber and non-timber products in a sustainable manner;

(b) Acknowledge that communities that are directly dependent on the services provided by the forest have the greatest stake in ensuring their maintenance, and that the long-term health of the forest is best assured by granting such communities the power to manage their own resources;

(c) Encourage a much wider range of tenure types, including those for non-timber resources, with priority for new tenures given to communities and indigenous groups that have developed ecosystem-based management plans;

(d) Demonstrate tangible progress towards meeting Intergovernmental Forum on Forests proposals for action 56 (m) and 56 (n), creating equal opportunities for women to benefit from forest-related education and technology.

Thematic issue 2: traditional forest-related knowledge

9. The transfer of traditional forest-related knowledge from elders to youth is an important way to ensure that the intellectual heritage of forest-dependent communities is maintained. However, we observe two disturbing trends. First, there is a continuing loss of traditional forest-related knowledge due to inadequate recognition and protection, and thus there is continuing forest degradation and deforestation. Second, there is an alarming trend of intellectual appropriation by commercial entities without due and equitable compensation to the local knowledge holders. This trend, commonly termed "bio-piracy", threatens to rob the youth of today, and future generations, of the rights to this knowledge.

Advancing the use of traditional forest-related knowledge

10. The Intergovernmental Panel on Forests/Intergovernmental Forum on Forests proposals for action provide broad recommendations for countries to advance the use of traditional forest-related knowledge for sustainable forest management, with the participation of indigenous and local people. Decision makers must ensure that co-management and other forms of participatory forest management provide the means for incorporating relevant traditional forest-related knowledge into forest management plans and practices, with the involvement of the local communities. Research and extension on in situ and ex situ traditional forest management approaches, or those that integrate scientific forestry and traditional forest-related knowledge, must be promoted.

Intellectual property rights and traditional forest-related knowledge

11. The Intergovernmental Panel on Forests/Intergovernmental Forum on Forests proposals for action require nations and relevant international organizations to promote the development of intellectual property rights for traditional forest-related knowledge and to promote equitable benefit-sharing. International instruments have played a key role in increasing access to traditional forest-related knowledge through trade and knowledge exchange while setting some standards for countries to follow in protecting intellectual property rights. However, certain deficiencies in the current instruments render them incapable of protecting traditional forest-related knowledge against intellectual appropriation, such as a reliance on the Western concepts of private property and of scientific knowledge, and an inability to accept non-standardized documentation. Evidence suggests that the current intellectual property rights regime inequitably benefits wealthy nations, with at least 97 per cent of all patents held by nationals of the Organisation for Economic Cooperation and Development countries and at least 90 per cent of all technology and product patents held by multinational corporations.

12. Such intellectual appropriation increases the vulnerability of forest-dependent communities, their traditional forest-related knowledge, and the forest ecosystems, because of potential environmental degradation and extinctions or extirpations of species due to overharvesting by bio-prospectors. Unless drastic measures are taken today, the current trends will subject present and future generations to greater vulnerability as a consequence of losing the heritage of forest knowledge and resources.

13. There is a need for radical scrutiny of current intellectual property right regimes globally and nationally to ensure that they provide adequate opportunities to develop alternative property rights arrangements that are ethically, socially and environmentally appropriate to users and owners of traditional forest-related knowledge, and that acknowledge customary laws and practices. Such institutional arrangements are prerequisites for ensuring prior informed consent and equity to the knowledge holders, under mutually agreed terms, in all cases involving exchange of traditional forest-related knowledge between knowledge holders and other parties. This will ensure that indigenous and local communities maintain control over their knowledge, innovations and practices, and the subsequent transfer of such knowledge to younger generations.

Recommendations

(a) Enact legislative and land tenure reforms required to remove barriers to traditional forest-related knowledge being adopted in forest management;

(b) Develop an institutional framework that will enable the practical application of traditional forest-related knowledge systems, moving beyond research and pilot case studies;

(c) Integrate relevant sources of traditional forest-related knowledge into forestry curricula and educational programmes so that youth and children may have access to such knowledge;

(d) Establish national, regional, and global databases and reporting systems to share information on developments made in inventorying, cataloguing and applying traditional forest-related knowledge, with the aim of protecting the rights to this knowledge for future generations.

Thematic issue 3: scientific forest-related knowledge

14. Our current knowledge regarding the status of the world's forests and our dependence on their ecological functions has benefited from scientific research performed around the world. While simultaneously embracing the benefits that science can bring to forest management, we need to acknowledge that many of the key decisions to be made are not of a technical or scientific nature. Many decisions, such as deciding what is an acceptable level of risk or whether to accommodate sensitive species, are inevitably value-based, and should be acknowledged as such.

The precautionary principle

15. Scientific knowledge should be drawn upon to identify the risks associated with forestry and to ensure that operations err on the side of caution when these risks are identified. This precautionary principle needs to be embraced by all governments participating in the United Nations Forum on Forests to ensure the practical application of science in forest management. Important elements of the precautionary principle include:

(a) Avoiding actions that may lead to irreversible changes to ecosystem function and resilience;

(b) Considering alternative management strategies, identifying those least likely to impair the viability of a species or an ecosystem;

(c) Placing the onus on forest managers to demonstrate that proposed management activities are not likely to impair ecosystem function and resilience;

(d) Remaining mindful of the needs of future generations.

Ecosystem-based management

16. Scientific forest-related knowledge is instrumental in conducting ecosystem-based management, which encapsulates the spirit of the precautionary principle. According to ecosystem-based management, forest management focuses on what to leave behind after harvesting operations are completed, instead of the conventional model that focuses on what to extract. This requires the abandonment of short-rotation industrial forestry and the adoption of practices based on natural forest cycles. Through ecosystem-based management, managers can make a conscientious choice to ensure that the ecosystem health of natural forests is maintained, basing forest activities on what the ecosystem can sustain in the long run instead of on the demands of industry.

Scientific research and education

17. Explicit links between research and education must be made to ensure that subsequent generations will inherit scientific forest knowledge and be able to learn from mistakes made in the past. Youth have a key role to play, contributing a fresh perspective while simultaneously gaining experience.

18. Currently, developed countries have the highest level of forestry-related research and have become an important source of scientific information related to forests, as well as technological innovation used all over the world. Students from developed regions have the opportunity to participate in scientific projects in a variety of ways, such as through coursework, internships or research-based graduate studies. Access to education is often limited in developing countries, where many young people are not even able to attain a basic education. Yet even in wealthy countries, education concerning forest conservation is not always included in standard school curricula. This needs to be addressed, starting at the primary level, if students are to be aware of the value and benefits of forests.

19. Funding is a major barrier to forest-related research and education in many countries. The Intergovernmental Forum on Forests has encouraged national governments to increase funding research, especially in developing countries. We request that this proposal require that a certain percentage of the funding be targeted at youth, to allow this segment of society to be a part of forest research projects.

Capacity-building and knowledge transfer

20. Scientific research, and the resultant knowledge that is accumulated, must not be constrained by national boundaries; cooperation should facilitate knowledge exchange. Students can play a role here as part of research teams, facilitating cooperation with local people while acquiring technical expertise. IFSA has embraced this spirit of cooperation through its exchange programme, which provides forest-related work experience for students from various countries through engagement with a scientific project. It has been enormously successful, not only

due to the efforts of IFSA, but also because of the companies and institutions that participate. The programme is expected to grow as more and more entities express interest in collaborating.

21. The future implementation of sustainable forest management requires professionals with knowledge about the International Forest Policy Dialogue. As education on this issue at the university level is rare, IFSA established partnerships with Deutsche Gesellschaft für Technische Zusammenarbeit, the German Federal Ministry for Economic Cooperation and Development and other partners to provide students with information about the ongoing processes and to arouse their interest in international forest politics.

Recommendations

(a) Demonstrate consideration for future generations by exercising the precautionary principle when faced with scientific uncertainty in forest management decision-making;

(b) Incorporate forest conservation and sustainable forest use into educational curricula, starting at the primary-school level;

(c) Dedicate a portion of forest research funding specifically to youth-based projects.

Thematic issue 4: monitoring, assessment and reporting

22. Monitoring, assessment and reporting is an integral component in developing good National Forest Programmes for sustainable forest management, from high-level strategic planning to site-level operations, and provides a mechanism for assessing the current status of application of agreed requirements and proposals.

23. However, there have been many problems associated with field application, and many countries either have inadequate monitoring, assessment and reporting or are not submitting country reports to the United Nations Forum on Forests. Obstacles include confusion regarding whose responsibility it is to coordinate monitoring, assessment and reporting analysis and by whom the data should be collected, a lack of capacity in developing countries to undertake monitoring, assessment and reporting activities adequately and the contentiousness of final reports due to allegations of bias or inadequate data collection. Furthermore, there is a lack of agreement regarding methods of assessing some forest services, such as carbon sequestration and biodiversity, as well as other less tangible elements, such as spiritual and cultural benefits.

Recommendations

(a) Improve national monitoring and reporting, encompassing the full range of scientific, environmental, economic and social aspects of forests and forest management, and include site-specific testing to ensure its compatibility with real field data;

(b) Support developing nations in building their capacity to undertake monitoring, assessment and reporting activities.

Thematic issue 5: criteria and indicators of sustainable forest management

Implementation at the national, subnational and operations level

24. To ensure the successful implementation of sustainable forest management, appropriate criteria and indicators need to be developed and tested. The next generation responsible for the management of the world's forests needs to be informed about the role that criteria and indicators can play, and should also be given an opportunity to participate in their development. Countries can demonstrate their commitment by developing an appropriate forum in which youth can share their ideas regarding sustainable forest management.

25. It should be recognized that truly unbiased reporting on success in meeting criteria and indicators can be assured only through third-party auditing and reporting. At the very least, country reports should be subject to review by an external board. Countries should be requested to identify existing laws and regulations that pose barriers to sustainability and to demonstrate changes that are made to remove them.

Technical and financial resources

26. The development, field testing and implementation of criteria and indicators is currently hindered in developing countries due to the inadequacy of resources. Technical aid, such as facilitating access to the Internet or other communication media, should be provided so that children and youth can inform themselves regarding current issues and actions. While only a small part of the solution, use of the Internet may enable young people to gather information and share ideas. However, this form of communication is currently not available for the majority of the world's youth, the bulk of whom live in developing countries, struggling to meet the most immediate and basic needs.

Recommendations

(a) Acknowledge youth and children as important stakeholders in the development and implementation of criteria and indicators. The ability of this significant portion of the world's population to understand such complex issues should not be underestimated;

(b) Provide the technical assistance and funding needed to support criteria and indicators development and implementation. The participation of children and youth depends on such help, as the sector of society with the least access to funds.

IV. Conclusion

27. **The full participation of all interested parties is to be encouraged in the formulation and implementation of forest policy, with no segment of society excluded. Youth and children have a high degree of independence and ability to organize themselves, and this organizational capacity should be supported and drawn upon by national, regional and international governing institutions and non-governmental organizations. Increasingly, regional and internationally**

relevant institutions are allowing youth to be a part of forest policy debates, as Agenda 21 did in acknowledging youth as a major group.

28. **Traditional forest-related knowledge has been identified as critical to the sustainable use of forest resources. The vulnerability of local knowledge holders to intellectual appropriation has increased, due to the inadequacy of institutional and legal protection. Youth and children may suffer the greatest consequences of this, due to loss of knowledge heritage and forest resources. An equitable application of traditional forest-related knowledge will occur only when there are favourable land tenure and property rights, including mutually agreed intellectual property rights and contractual mechanisms. Research on traditional forest-related knowledge must be linked to education and policy development and aimed to suit the needs and reflect the comparative advantages of local communities that are the holders and users of this knowledge, as well as to facilitate transfers of knowledge from older to younger generations.**

29. **Scientific knowledge should be drawn upon in the formulation of forest policy, in identifying the risks associated with logging activities and in ensuring that operations err on the side of caution when these risks are identified. Youth and children have much to contribute to the execution and evolution of scientific forest research, and their participation should be enabled through improved forest-related educational opportunities.**

30. **It is imperative to the viability of international bodies such as the United Nations Forum on Forests that a link be made between their outcomes and on-the-ground management. Monitoring and reporting can provide a vehicle to facilitate this process. It is also essential that existing efforts made by international forest policy institutions to create a clear set of terms and definitions for criteria and indicators be expanded and accepted by all nations by the end of the fourth session of the Forum on Forests.**

31. **We sincerely hope that this extensive United Nations Forum on Forests process will result in a successful transition from dialogue to the implementation of a tangible action plan. Youth from around the world are ready to accept the challenge of helping to make this happen. Although this group has demonstrated the ability to implement forest-related research and education projects, there exists a much greater capacity to contribute. We look forward to hearing how our input has been given consideration in this process, and to being called upon to help make progressive change a reality.**

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Note by the Secretariat

Addendum

Discussion paper contributed by the business and industry major group**

Summary

The business and industry major group recognizes that social and cultural aspects of forests; traditional forest-related knowledge; scientific forest-related knowledge; monitoring, assessment and reporting; and criteria and indicators for sustainable forest management are all important in making progress towards sustainable forest management around the world. The group would urge the United Nations Forum on Forests to strongly support the strengthening of scientific research on forest health, productivity, natural regeneration and plantation management and establishment. The group urges the Forum to accept a common set of sustainable forest management criteria and to acknowledge that they can form a framework for the recognition of a variety of systems used to evaluate the effectiveness of forest management practice that meet basic thresholds of credibility. The group is concerned that more efforts need to be focused at the international level on creating secure, predictable, legally structured institutional frameworks within which businesses can operate. Curtailing illegal logging in protected areas must be a priority. The private sector can be important in expanding the use and implementation of improved forest practices, and countries should encourage more collaboration with the private sector to help achieve its sustainability goals for forests.

* E/CN.18/2004/1.

** Prepared by the International Council of Forest and Paper Associations, the World Business Council for Sustainable Development and the Inter-African Forest Industries Association.

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Contents

		Paragraphs	P
I.	Introduction	1–2	
II.	Background	3–8	
III.	Progress of the business and industry major group in implementing proposals for action and lessons learned	9–29	
	A. Social and cultural aspects of forests	9–13	
	B. Traditional forest-related knowledge	14–15	
	C. Scientific forest-related knowledge	16–20	
	D. Sustainable forest management criteria and indicators	21–25	
	E. Monitoring, assessment and reporting; concepts, terminology and definitions	26–29	
IV.	Recommendations to the United Nations Forum on Forests at its fourth session	30	

I. Introduction

1. Deliberations at the fourth session of the United Nations Forum on Forests will address five thematic issues or substantive elements:

(a) Social and cultural aspects of forests;

(b) Traditional forest-related knowledge;

(c) Scientific forest-related knowledge;

(d) Criteria and indicators for sustainable forest management;

(e) Monitoring, assessment and reporting; concepts, terminology and definitions.

2. In the context of the five thematic issues, the means of implementation — finance, transfer of environmentally sound technologies and capacity-building — as well as common items, including trade, national forest programmes, public participation, experiences and lessons, will be discussed.

II. Background

3. The business and industry major focal group is represented by the International Council of Forest and Paper Associations, the World Business Council for Sustainable Development and the Inter-African Forest Industries Association.

4. The International Council of Forest and Paper Associations consists of trade associations in 39 countries representing industries accounting for 75 per cent of the world's paper production and more than 50 per cent of the world's wood production. The main goal of the Council is to serve as a forum for joint action in areas ranging from communication to data collection. The Council also deals with international matters and on developing and promoting common positions and represents the industry in multilateral organizations.

5. The World Business Council for Sustainable Development is a coalition of 165 international companies united by a shared commitment to sustainable development. Its members are drawn from more than 30 countries and 20 major industrial sectors, including forest-based industries. The Council also operates a global network of 40 national and regional business councils and partner organizations involving some 1,000 business leaders.

6. The Inter-African Forest Industries Association brings together through trade and industry associations and unions some 300 companies operating in the tropical timber sector throughout Central and Western Africa. In addition to acting as the voice of the industry representing its interests at the national and international levels, the Association also promotes the sustainable production and legal trade of African tropical timber.

7. The common interests of business and industry regarding the activities of the Forum is the focus on the sustainable management of the world's forest resources and encouragement of the private sector, government and intergovernmental bodies to each fulfil their appropriate roles to meet this important goal

8. The present paper represents the views of the International Council of Forest and Paper Associations, the World Business Council for Sustainable Development and the Inter-African Forest Industries Association and is provided to the secretariat of the United Nations Forum on Forests for consideration by members of the Collaborative Partnership on Forests in the preparation of the reports of the Secretary-General and to other Forum participants as a discussion paper.

III. Progress of the business and industry major group in implementing proposals for action and lessons learned

A. Social and cultural aspects of forests

9. The Intergovernmental Panel on Forests/Intergovernmental Forum on Forests (IPF/IFF) proposals for action call for an enhanced role of indigenous and local communities in sustainable forest management and in the implementation of sustainable forest management programmes. Local communities, dependent upon forest resources for their income and livelihood, can be negatively affected by Governments failing to take them into account when making decisions about forest management and use.

10. Illegal logging is a major issue for the forest and paper industry, which can be exacerbated by the exclusion of indigenous and local communities from the drawing up and implementation of forest management policies, particularly if harvesting and forest management, their only source of livelihood, is prohibited.

11. The expansion of the African Forest Law Enforcement Governance and Trade process is an important development that will go some way towards addressing the growing problem of illegal logging and related trade. The forest and paper industry welcomes the emphasis on partnerships between Governments, industry and environmental non-governmental organizations (NGOs). Such partnerships will help in identifying and working with indigenous and local communities to ensure that their sustainable forest management needs are fully recognized.

12. All donors are urged to recognize that social and cultural values are among the key principles required to achieve sustainability and that they play an important role in addressing other issues such as poverty alleviation.

13. The forest industry must be recognized as central to expanding the use and implementation of improved forest practices. For example, in Central Africa, the leading members of the Inter-African Forest Industries Association, who between them manage about 15 million hectares of forest concessions, have all started or finished long-term forest management plans for their concessions. Indeed, some 1.5 million hectares are already under such plans and have been certified under the Keurhout system. It is expected that in the next two to three years about 15 million hectares will be covered by management plans. Those larger companies operating in Central Africa play an important role as leaders in the profession and, through the forest sector unions regrouped within the Inter-African Forest Industries Association, they are a most effective promoter of sustainable forest management, reduced-impact logging techniques and added-value industrialization, in addition to being advocates in the fight against illegality.

B. Traditional forest-related knowledge

14. Business and industry support the continued efforts to expand the use of appropriate forest practices that take into account the sustainable development of forest resources, the conservation of biological diversity, the alleviation of poverty, the recognition of indigenous rights and the protection of the limited resources of local communities. An example of this commitment in Africa is the growing engagement of the private sector in drawing up and implementing sustainable forest management plans for their concessions, which are increasingly taking into account the integration of social and environmental aspects. This is especially evident in the Congo basin, where it is expected that in the next five years some 15 million hectares of forest concessions will be under such plans. Also in Africa, the private sector is working increasingly alongside environmental NGOs and local communities to develop pragmatic solutions to curbing the bushmeat crisis, such as the installation of eco-guards, the promotion of alternative protein sources, etc.

15. Business and industry also support increased transfer of knowledge through the implementation of professional training programmes for forest workers and managers in order to increase levels of personal and professional development and sustainable working practices. The Inter-African Forest Industries Association has successfully organized courses, partially financed by the European Union, on reduced impact logging for forest companies throughout the Congo basin over the past few years, which have led to an important reduction in resource waste and damage to the residual stand.

C. Scientific forest-related knowledge

16. The business and industry group strongly supports the need to strengthen research efforts in the area of sustainable forest management as a sound basis for forests policy and management. Furthermore, business and industry believe that priorities should adequately reflect the importance of forest health and productivity. There are substantial needs in this area and substantial benefits to be gained from increased fibre production as well as from more effective fire, insect and disease prevention and suppression programmes.

17. One major area of research (especially in the tropics) that is currently limited concerns the dynamics of natural regeneration of commercial timber species. Information of this nature is particularly important for efficient long-term stand management and species and forest sustainability in general. In addition, many of the trade restrictions originating in Europe and elsewhere that are linked to trade in timber species listed in the Convention on International Trade in Endangered Species of Wild Fauna and Flora could be avoided if this kind of information were more readily available, as such restrictions are often based purely on questions related to species population status and sustainability.

18. Research in sustainable forest management must meet the needs of both the public and private sectors. The private sector needs to have more input and involvement in the prioritization of research needs at all levels — nationally, regionally and globally. Private sector research in sustainable forest management initiatives should be accepted to a greater extent by the donor community for potential funding.

19. The private sector has made significant progress in the application of science to sustainable forest management. There is an ongoing need to improve the dissemination of information concerning innovations made and experiences learned. Information exchanges between the private sector, NGOs and donors should be expanded. One important area concerns interactions between forest and wildlife management. For example, the international donor community may consider funding short field courses run by wildlife specialists on how to integrate wildlife requirements into the forest management plan process.

20. Plantation establishment and management should be considered an important topic within the research, capacity-building and technical assistance priorities. IPF/IFF agreed that plantations were an important contributor to global forest sustainability. They represent an effective avenue for increasing forest productivity through fibre production while safeguarding the biodiversity and multifunctional role of other types of forests. If managed sustainably, natural forests and plantations can complement each other in the production of sustainable forest products. For example, the Brazilian pulp and paper industry has adopted strict sustainable forest management practices for the country's eucalyptus and pine plantations.

D. Sustainable forest management criteria and indicators

21. The United Nations Forum on Forests is encouraged to consider the conclusions and recommendations of the International Conference on the Contribution of Criteria and Indicators for Sustainable Forest Management, held in Guatemala City in February 2003. A commonly recognized set of criteria at the global level would improve the cost-effectiveness of assessments and would allow the transparent articulation of concerns about forest health and productivity among countries.

22. A variety of systems are currently in use around the world to evaluate the effectiveness of forest management practices in meeting goals, objectives and management standards. These systems use a wide range of indicators that are appropriate to the system and the area that is being evaluated. National and international processes related to criteria and indicators form an appropriate and necessary framework for those systems.

23. In order to facilitate the achievement of those goals, a system of mutual recognition for systems that meet basic thresholds of credibility is needed. The business and industry group calls for the continued involvement of the Food and Agriculture Organization of the United Nations as a convener of parties with an interest in this task and asks for acknowledgement from other international organizations that mutual recognition is an important contributor to sustainable forest management worldwide.

24. Local-level criteria and indicators may be developed and linked to national and international processes, but efforts should be made to recognize and accommodate existing systems (such as, in the United States of America, state-level information requirements, the Sustainable Forestry Initiative, etc.), rather than imposing additional data, information and evaluation requirements on forest landowners. Local-level criteria and indicators may be most effective at the watershed level or on larger scales rather than at the individual landowner level, particularly in cases

where forest land is held in small parcels. Local-level criteria and indicators must be geared to trends in the condition of forest land that are of concern in the local area.

25. The international criteria and indicators processes have been a major contributor towards the improvement of data and information on the trends and conditions of forests worldwide. There is, however, much more work to be done at the national level through the collection and analysis of this information in a systematic and consistent manner. The Quebec City Declaration, adopted in September 2003 by the Montreal Process Working Group, in which it decided to continue its work on the Montreal Process criteria and indicators, is welcomed. Similarly, it is important that there be a continuous revision and improvement of the criteria and indicators, as has been done in the Ministerial Conference on the Protection of Forests in Europe process.

E. Monitoring, assessment and reporting; concepts, terminology and definitions

26. There is an urgent need for a clear, concise and transparent format that all countries can use in reporting a progress they have made in implementing the commitments they have agreed to during the past 10 years of United Nations-sponsored forest negotiations, specifically the 270 separate IPF/IFF proposals for action. To encourage reporting and continual improvement, this task needs to be streamlined into a manageable system that will ultimately become part of a continual review and improvement process.

27. Consistent and reliable information from countries is vitally important for international reporting. International organizations may want to consider some research into the reasons for a low rate of response to requests for information, particularly from developing and underdeveloped countries.

28. The monitoring and assessment of forests is vitally important to the ability to curtail illegal logging. It is therefore very important that additional emphasis be placed on those activities, particularly in areas where illegal harvesting is known to be occurring. The forest and paper industry recognizes that there must be some prioritization of efforts to curb illegal logging, and therefore encourages a focus on legally designated protected areas as the first priority for action. The protected areas often contain areas of extremely high social, cultural and biological value and therefore must be afforded the protection they deserve through their recognition and designation.

29. While progress has been made on the issues of terminology and definitions, much work remains to be done in that area. This is very important if the various criteria and indicators processes, as well as certification systems, are to be fully developed and implemented.

IV. Recommendations to the United Nations Forum on Forests at its fourth session

30. **As outlined above, the business and industry major group recommends the following:**

(a) **Although IPF/IFF has invited countries to promote policies and regulations that encourage private sector investments, there is still much progress to be made in this area. Countries encourage forest investment when they create a secure, predictable, legally structured institutional framework within which businesses can operate. Although by no means confined to Africa, this is a particularly important and urgent need in a large majority of African tropical timber-producing countries, many of which have recently undergone or are still undergoing some form of civil unrest;**

(b) **The priority for national and international efforts with respect to illegal logging should be first to stop illegal logging in designated protected and prohibited areas in priority regions. However, despite this prioritization of actions to curb illegal logging, all forms of illegal logging in other areas should be aggressively dealt with and prosecuted. The business and industry group believes that all companies should adhere to and respect the national forestry laws in force in the countries in which they operate;**

(c) **All Governments and stakeholders are urged to recognize that free and open markets, founded within effective processes of good governance, should be a major goal. The United Nations Forum on Forests should strive to reach a consensus on the importance of the relationship between trade liberalization and sustainability. Trade restrictions depress the value of wood products and the forests that supply them, thus diminishing the incentive to conserve and manage the forest land base. Principle 14 of the Non-legally Binding Authoritative Statement of Principles for a Global Consensus on the Management, Conservation and Sustainable Development of All Types of Forests[1] adopted by the United Nations Conferences on Environment and Development, discourages the use of trade measures to achieve environmental purposes, citing that they do not help to achieve sustainable forest management in the long term. In addition, during the World Summit on Sustainable Development, held in Johannesburg, South Africa, in 2002, ministers agreed to continue to enhance the mutual supportiveness of trade, environment and development with a view to achieving sustainable development;**

(d) **International and national efforts should encourage and support the role of forest product companies as central players in expanding the implementation of improved forest practices. The private sector often is on the cutting edge of new technology and in building and maintaining high skill levels in forest management. The transfer of knowledge and the application and use of improved forest management practices can come about through better collaboration and working relationships. Governments should seek the input and involvement of the private sector in addition to working with environmental NGOs in planning and carrying out projects, where appropriate;**

(e) **Country-level reporting on the IPF/IFF proposals for action needs to be streamlined into a manageable system that ultimately becomes part of a continual process of review and improvement.**

Notes

[1] *Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992* (United Nations publication, Sales No. E.93.I.8 and corrigenda), vol. I: *Resolutions adopted by the Conference*, resolution 1, annex III.

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Addendum

Discussion paper contributed by major groups: women**

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Summary

As women's participation in decision-making within forestry organizations at the national and international levels remains very low, the present note offers action to address this constraint, based on examples from developing countries. It focuses on social and cultural issues to offer perspectives on the root causes of poverty and forestry problems, highlighting ways in which women's active engagement in forestry programmes and organizations can significantly impact poverty alleviation and result in more effective and equitable forestry organizations. A case study from Nepal provides a concrete example of an approach that succeeded in achieving forest regeneration, women's empowerment and poverty alleviation through a process of gender mainstreaming aimed at organizational change within the agencies responsible for natural resource management, hence moving women's empowerment from a field level to central level concern.

Identified in the present discussion paper are three major gaps that persist in relation to women and forests: policies, roles of professional women, and organizational barriers that obstruct women from positions of leadership.

Proposals for action by both governments and major groups focus on capacity-building and support for a network of committed women professionals, who can mentor, build capacities and leadership capabilities, share successful approaches and methods, and form a body of a size and strength large enough to develop organizations at the international, regional, national, and local levels that promote gender equality and environmental sustainability.

Contents

		Paragraphs	*Page*
I.	Introduction	1–4	3
II.	Obstacles and achievements	5–22	3
	A. Sociocultural obstacles	6–16	4
	B. Achievements	17–21	6
	C. Development of a global network	22	7
III.	Emerging issues	23–33	8
	A. Policies on gender in relation to forestry and sustainable development	25–29	8
	B. Role of professional women in implementing policy objectives for women's empowerment and gender equality for sustainable development	30–32	9
	C. Organizational barriers that obstruct women from realizing their potential to be agents of change	33	10
IV.	Addressing the gaps: proposals for action for Governments and major groups	34–41	10
	A. Policy level	34–36	10
	B. Support for action	37	11
	C. Change at the institutional level	38–41	11

I. Introduction

1. Given the comprehensive nature of the paper submitted by women at the third session of the United Nations Forum on Forests on women's contributions to various aspects of forests (E/CN.18/2003/2/Add.5), these will not be reiterated here. Based on the needs expressed by women involved in the forestry sector, the present discussion paper focuses on the social and cultural aspects of forestry that hinder the implementation of policy recommendations such as those listed in the recommendations to the United Nations Forum on Forests, the Collaborative Partnership on Forests and other forest policy players and formulated by the conventions on sustainable development, poverty eradication and gender equality. One such recommendation of the discussion paper contributed by the women's major group in 2003 is for "action ... to enhance women's full participation in the management of forests from the stage of conceptualizing policy through to detailed planning and design of institutional mechanisms to implementation, monitoring and evaluation" (ibid., para. 15 (c)).

2. That document also recommended that donors and bilateral and multilateral organizations provide support in six major areas, including:

(a) Training for women in forestry and natural resource management fields;

(b) Projects that empower women to manage resources;

(c) Research for gender-disaggregated data;

(d) Communications, networking and disseminating information gained from on-the-ground experience and research;

(e) International policy activities that explicitly consider women's participation and the impact of projects on women;

(f) Facilitation of women's participation in international conferences and debates on forestry.

3. As women's participation in decision-making within forestry organizations at the national and international levels remains very low, the present paper offers actions to address this constraint, based on examples from developing countries. It focuses on social and cultural issues to offer perspectives on the root causes of poverty and forestry problems, highlighting ways in which women's active engagement in forestry programmes and organizations can significantly impact poverty alleviation and result in more effective and equitable forestry organizations. A first step to achieving this goal is to change the organizational norms and cultures within the forestry profession itself.

4. In addition to this organizational change, indicators reflecting women's needs and achievements in relation to the implementation of international agreements on forests and the Millennium Development Goals are required. This is not provided here, but requires further work.

II. Obstacles and achievements

5. Recent discussions with women foresters and forest managers/users during the World Forestry Congress in Quebec in September 2003 and with women

professionals in forest-related international organizations produced a consensus about persistent gaps in policies, awareness and actions related to gender and forests. An example was found in the organization of the World Forestry Congress itself: the major groups of youth, indigenous people, labour and business were provided by the organizers with formal recognition and time to make presentations in the opening meeting. Women, however, were not formally recognized as a group and there were few papers or side events that dealt with gender issues over the course of five days of meetings attended by over 4,000 people from 140 countries. This is not uncommon and is reflective of the status of women's issues at both the national and international levels.

A. Sociocultural obstacles

6. Social and cultural factors limit the degree to which forest departments around the world are motivated and capable of initiating and implementing gender equality agendas. A lack of gender consciousness, cultural traditions, gender biases and institutional barriers and norms that relate to this are the cause of the slow pace of gender integration in the forestry sector.

Gender consciousness

7. There is a general lack of awareness among both women and men about how gender issues affect environmental issues. The Women's Environment and Development Organization states that this has been a major obstacle to women's environmental advocacy since the United Nations Conference on Environment and Development. While many policy recommendations link gender to the environment, development agencies and government departments have tended to overlook the roles of women in forestry and the effects of this on poverty alleviation, and environmental sustainability.

Cultural traditions

8. In many cultures and countries, traditional gender roles confine women to the domestic sphere or to "feminine" jobs, making their participation in public processes related to forestry problematic. The multiple roles and responsibilities of women and a lack of family support have been cited as reasons why more women do not enter the profession. As a male-dominated profession, forestry is imbued with symbols and practices that are masculine in nature, and may not be welcoming to women.

Gender biases

9. Even though women's participation is theoretically accepted in multi-stakeholder forums, gender bias plays an important role in the decision-making processes. Attitudinal barriers are deeply rooted, resulting in a systematic exclusion of women and their issues from the policy agenda. Instead of being recognized as key agents of food security and environmental management, cultural influences in almost all the countries of the world produce stereotypical ideals of women as dependants, supplementary caretakers and service providers, thus concealing the extent of their contributions to forestry.

Institutional norms and barriers

10. Forestry as a profession demonstrates the "extreme cases of inadequate female representation" (E/CN.18/2003/2/Add.5, para. 15 (d)), and this has implications for the institutions responsible for forest development. Men usually dominate decision-making forums but do not raise gender issues and implement gender policies, resulting in only the token participation of women. Women and men often have different perspectives, priorities and values related to both conservation and social equity, yet women's absence from decision-making roles deprives an organization and its constituents from incorporating an enhanced effectiveness that could come from tapping into these abilities. The result is the alienation not only of women foresters, but also women community members who find it difficult to engage with only male forestry professionals.

11. Organizational change is required within forestry agencies for equity goals to be realized, yet very few projects and programmes include, as an objective, a change in the implementing organizations themselves in order to successfully carry out gender equity and equality initiatives.

12. Strategies and mechanisms for organizational change will not only have to address policy changes, but assess whether the dominant norms, values and attitudes of its members is consistent with principles of gender equality. Resistance to change is embedded in deeply held assumptions, values and norms of the organizational culture and attitudes of individual members that are surprisingly similar around the world. Forestry departments around the world are influenced by global paradigms in which professionalism, hierarchy, and masculinity are valued. Even where there is an awareness of gender and development, men's power and masculine values permeate most aspects of the organization, frequently in ways that are taken for granted. These values determine the organizational cultures that are created, maintained and replicated by staff within forestry departments.

13. There are many cultural obstacles that impede women foresters in their workplace. Women in India, Nepal, Pakistan and Bhutan have identified these as: biases against women in the workplace, unequal opportunities for training, low levels of decision-making power and authority, lack of confidence and an underestimation of their capabilities by employers as factors that constrained their contributions as professionals. An example of this is also found in the Lao People's Democratic Republic, where female staff of the Ministry of Agriculture and Forestry reportedly work "below their qualifications" as typists, or to perform office services for their male colleagues (Schenk-Sandbergen and Chosiulamany-Khamphoui, 1995).

14. Forestry is a field of expertise that is, according to the profession's norms, to be practised by those who are inducted into the profession by obtaining a forestry degree from a specialized school, and as such is exclusive. Forestry training in many parts of the world resembles that of military training, as foresters are taught to protect resources from people. As such, it is imbued with masculinity; traditionally, the symbolic ideal forester is a well-built male who can handle a gun as well as a chainsaw and tackle wild animals, malaria, and the populace alike. Relatively few women enter this domain, and most of those who do quickly learn to underplay and mask their femininity in an attempt to gain the respect of their male peers.

Transfer of technology

15. More recent approaches that integrate social science methods in forestry projects have softened these masculine orientations, yet the "transfer of technology" paradigm that dominates the field of forestry defines the professional views of many foresters who tend to believe that poverty alleviation and enhanced livelihoods will result when community members implement the appropriate technologies. Problems of natural resource management are often best addressed through social interventions such as the elicitation of the participation of all forest users, including women, rather than through purely technical fixes.

16. Without an emphasis on the social aspects of forest management, gender gaps are frequently observed in forest-related programmes. These are manifest, most visibly, in a lack of women staff, lack of activities benefiting women, low budgets for women-related activities, and unbalanced decision-making both within forest departments and non-governmental organizations as well as within the communities where activities are undertaken.

B. Achievements

17. As information about country experiences related to women/gender and forestry is in the process of being collected, there are as yet few examples to draw from. An in-depth case study in Nepal is shared here; other country experiences can be added as they become available.

Gender mainstreaming in Nepal

18. Experiences from Nepal demonstrate a successful strategy for changing the attitudes of forestry professionals while simultaneously creating conditions under which poor rural women can gain respect and fulfil forest-related needs. A forestry project there has provided an approach to achieve forest regeneration, women's empowerment and poverty alleviation through a process of gender mainstreaming that is aimed at organizational change within the agencies responsible for natural resource management, hence moving women's empowerment from a field-level to central-level concern. Key to this approach was a team of committed and skilled women and men who acted as change agents within their communities and agencies, based on an assumption that women were critical to the project's success.

19. The project contributed to meaningful gains in the quantity and quality of livestock that farmers now own; reduced pressure on national forests for fodder and fuel wood; increased household food security; diversified and increased sources of income; and decreased farmers' indebtedness to the local moneylenders (Ohler 2000). A key aspect of the success in the Hills Leasehold Forestry and Forage Development project in Nepal was the leadership provided by two male project leaders from the Department of Forests and FAO. These managers had the vision to hire a team of three women and grant them the autonomy that allowed them to develop an innovative strategy. Their goal was to address the organizational culture of the implementing agencies in order to make their male counterparts more aware of and responsive to rural women's realities, and to bring about a change in their attitudes towards women.

20. Through the persistence of the all-women Gender Team, and their sustained support and firm belief in the abilities of the rural women, continual gender and leadership training was provided to a cadre of local female Group Promoters recruited from around the country. The Group Promoters were inspired to build a sense of solidarity, to encourage and depend on one another for support — a behaviour modelled by the Gender Team themselves. Thus evolved a very high degree of the Group Promoters' trust in the Gender Team, as they gained a sense that "we had a mission, we were willing to take risks, even to lose our jobs". The Group Promoters felt proud to be associated with such a group of women, and they themselves gained in status through such linkages to high-level project staff and government officials (Gurung and Lama, 2003).

21. The key elements and best practices of this project are summarized below:

- Conceptual leadership and support of project co-managers and senior officials to the Gender Team
- Synergies amongst four collaborating agencies
- A special Gender Fund
- The Gender Team — their spirit, experience and commitment
- Autonomy of the Gender Team that allowed for innovation
- High-quality, simple and relevant training curricula
- Long-term persistent support and follow-up activities for Group Promoters
- Development of gender focal persons who perceived positive gains from their participation
- Interdependent nature of the work of the line agency staff and the Group Promoters
- Consistently good performance by the Group Promoters
- The perception that women are key to the project's success and not just an add-on.

C. Development of a global network

22. The global network, the Network for Women in Natural Resource Management, was initiated at the World Forestry Congress as a side event attended by about 50 women and men interested in addressing the constraints of women professionals and community members described above. This network offers women foresters training in gender mainstreaming, leadership, organizational development and advocacy, and support and assistance. Members will collect, analyse and share existing policies and practices, test and replicate good practices through pilot initiatives funded with small grants to members, and conduct and use research for advocacy, linking to policy-influencing bodies in the United Nations, the North and developing countries. Through this worldwide network of women professionals, the Network expects to create a global voice to advance gender equality within forestry policies, programmes and organizations.

III. Emerging issues

23. Based on the Nepal experience, it is clear that there is a need for gender structures to be built into forestry institutions, to establish gender leadership within forestry departments themselves. Given the cultural constraints to gender equality posed by local contexts and the masculine orientation of forestry organizations, support is required to build a sustained base.

24. Case studies such as the one from Nepal and discussions with women through various consultations and correspondence have identified three major gaps that persist in relation to women and forests. These relate to:

(a) Policies regarding gender within the forestry and natural resource management sectors;

(b) Roles of professional women in implementing policy objectives for rural women's empowerment and gender equality within these sectors (bridging policy and community levels);

(c) Organizational barriers that obstruct women from realizing positions of leadership and influence and taking on such roles.

A. Policies on gender in relation to forestry and sustainable development

25. The author of a commentary on the World Summit on Sustainable Development (Duddy, 2002) notes that "ten years ago almost every page of Agenda 21 included a statement on the role of women in sustainable development. It is indicative of the power shift that ten years later there are fewer references to women and gender equality in the ... 76-page Johannesburg Draft. Most of these references refer to the role of women as contributors and as resources for sustainable development, not to the importance of changing gender and power relations that impact development".

26. At a preparatory meeting for the Summit in Bali, the women's major group at the multi-stakeholder dialogue session issued a strong statement on governance and capacity-building and called for urgent action in the three key areas of global governance, governance and gender, and transparency and accountability. Their demands emphasized that poverty eradication, women's human rights, and gender justice are inextricably linked, but noted that gender commitments were not being automatically reflected in institutional governance. They called for arrangements that recognize and reward women's contribution as key players in environmental protection management and conservation.

27. The Millennium Development Goals, with their high level of international consensus, offer possibilities to link forest issues, gender and poverty in an integrated manner. An example would be to reduce poverty by improving rural women's access to forests. Yet the use of the Millennium Development Goals in this way requires an understanding of women's roles and needs in order to be effective in the war on poverty.

28. All Governments are required to report on national progress towards Millennium Development Goals, but gender has been marginalized in many reports

and restricted to goals related to gender equality and health. The Women's Environment and Development Organization has monitored progress on the Millennium Development Goals and states in their report (2003) that "all country reports submitted in 2003 failed to mention gender in relation to goal #7 on environmental sustainability. Few Governments set actions for target #9 to integrate principles of sustainable development and reverse the loss of environmental resources".

29. The meetings in Johannesburg resulted in a newly recognized need for, and, appreciation of civil society organizations that can advocate for change and have a voice within the United Nations system. The Sustainable Agriculture and Rural Development Initiative, developed through a participatory process with stakeholders, identified common interests and established a working relationship between FAO, Governments and groups that make up civil society. As one of the nine major groups identified as "disadvantaged", women as "agents of change" in rural development are now on the agenda of international organizations and donors.

B. Role of professional women in implementing policy objectives for women's empowerment and gender equality for sustainable development

30. Women forestry professionals from international organizations, Governments, universities and non-governmental organizations have expressed their needs for skills and support to enable them to more effectively assist rural women while affecting transformation in their own organizations to build organizational environments that are consistent with this goal.

31. These women have very few, if any, role models whom they could emulate to construct linkages to rural women farmers for the empowerment of all women. These constraints, common to women professionals of many countries engaged in forestry for sustainable development programmes, limit the degree of gender sensitivity in community-level projects. These gender gaps are manifest, most visibly, in a paucity of women staff associated with the programmes, a lack of activities of interest to rural women, low budgets, and gender-unbalanced decision-making both within the department as well as within the communities where activities are undertaken. At an individual level, these factors plus a lack of exposure and opportunities, and isolation resulting from professional women's marginalized status within forest departments results in women's frustration and inability to perform services for rural women.

32. Positive impacts resulting from women's leadership within communities, implementing organizations and educational institutions have not been documented or widely disseminated, thus denying women important role models for change. In addition, research is needed to understand the organizational constraints to such leadership, to understand how enabling environments for women can be developed within these male-dominated institutions.

C. Organizational barriers that obstruct women from realizing their potential to be agents of change

33. Despite the rhetorical support for gender equity in the funding organizations and many government and non-governmental organizations policies, many progressive policies are not able to materialize. International development agencies that have progressive gender policies at headquarters are not always able to follow them in country offices, leaving such policies to be dealt with in an ad hoc manner (Mumtaz, 1993). This is largely due to the lack of gender-sensitive organizational structures and cultures that can support such goals. Community-oriented and social forestry programmes provide a more legitimate space for gender issues in relation to access and control over forest resources, and yet even in these programmes, gender issues are frequently neglected and women are given only token representation.

IV. Addressing the gaps: proposals for action for Governments and major groups

A. Policy level*

34. **Issues related to gender equity and women's access to forest resources should be included as components of national Millennium Development Goal implementation plans. National reporting can also include progress on targets set in other international agreements and conventions, including the Beijing Platform for Action and the 2002 Johannesburg Plan of Implementation and build on legally binding human rights mechanisms such as the Convention on the Elimination of All Forms of Discrimination against Women.**

35. **To implement Millennium Development Goals, the United Nations has created task forces that provide expertise and background papers for each of the goals. These task forces should include analyses of how women's empowerment and gender equality is central to poverty eradication and environmental sustainability. Targets and indicators for measuring progress must be expanded. Governments, in consultation with women's organizations, should develop gender-focused targets and indicators that are tailored to the national context.**

36. **National strategies to achieve the Millennium Development Goals will require substantial investments of resources by donor countries. The World Bank and IMF work with 70 of the poorest countries to develop Poverty Reduction Strategy Papers as a way of setting priorities for projects and programmes, yet many of these lack a gender focus. Progress in meeting these goals should be monitored and reported and should monitor the degree to which gender and women's access to resources is being incorporated in the plans. This can be achieved through the following five action steps:**

(a) **Collecting and analysing sex-disaggregated data can help Governments to understand how women and men are excluded from use of**

* This section draws on WEDO's 2003 report.

certain resources, and can better target strategies for improving women's access to resources;

(b) Conducting gender analysis to understand the differing needs and roles of men and women is necessary for effective policy-making and service delivery. This exposes the disparities that lead to social, economic and political inequality and can reveal key connections, such as the importance of women's participation in decision-making for poverty eradication;

(c) Using gender-mainstreaming strategies to integrate different needs of women and men in policy-making. Women must be enabled to affect governance and decision-making;

(d) Ensuring gender balanced decision-making to include women's perspectives and concerns in the formulation, implementation and evaluation of policy decisions and outcomes.

B. Support for action

37. These actions can be supported by women's organizations and gender advisers who can assist Governments with the following:

(a) Gender review process: before finalization, country reports should go through a gender review process. This would enable women's organizations to actively engage in the monitoring process and to point out indicators that recognize the needs of women and poor communities;

(b) National toolkits on gender indicators: in consultation with women's organizations and gender advisers, Governments should compile a list of national indicators related to gender equality and women's empowerment, as well as specific indicators to measure women's access to and control of forest resources. This would enable the identification of factors most critical to achieving Millennium Development Goals in each country;

(c) Gender budget initiatives: Governments should analyse the differential impacts of specific policies and budget allocations on women and men to improve accountability and targeting of public services. This has been found to be especially useful in incorporating gender into sectors not normally associated with women, such as forestry and natural resource management.

C. Change at the institutional level

38. Forestry institutions themselves must change to become more gender-sensitive in order to support initiatives for gender equity and women's access to forest resources. Included in this may be a role for a donor agency. Donors that support policies and programmes for the empowerment of women need to fund approaches that provide, on a short-term basis, special project funds for catalytic support so that government agencies that have to date neglected gender issues can initiate approaches to institutionalize gender-mainstreaming agendas. However, the question of sustainability needs to be addressed, as the Governments of many developing countries see gender initiatives as belonging to the donors. Ways must be found for such agencies to develop a sense of

ownership over such initiatives, possibly through projects that demonstrate positive impacts through women's active participation.

39. **Networks engaged in organizational change for gender equality within the forestry sector can conduct organizational analyses of forest departments and research and training institutes to understand the structural and cultural factors that constrain gender equity. Once identified, an approach for change can be prepared and supported through these networks and through the community of women professionals.**

40. **The goal of improving the situation of gender within such organizations and their programmes may best be addressed by concerned individuals who are committed to moving policy to action. A community of women professionals, who understand the obstacles faced by most women working in the forest sector, can mentor, build capacities and leadership capabilities, share successful approaches and methods, and form a body of a large enough size and strength to build organizations at the international, regional, national, and local levels that promote gender equality and environmental sustainability.**

41. **Key to the process of institutionalizing gender within forestry organizations is building the capacities of these women to act as facilitators (whether or not they have formal authority as gender focal points). Such support can be provided through:**

- **Motivation and encouragement through mentorship**
- **Leadership training**
- **Gender-mainstreaming skills**
- **Confidence building**
- **Opportunities to learn of others' experiences and best practices**
- **Access to tools and other resources**
- **Grants for research or activities with rural women.**

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